



MANATEE COUNTY  
FLORIDA

July 7, 2015

TO: All Interested Proposers

SUBJECT:

Request for Proposal (RFP) #15-1805JE  
Temporary Employment Services

ADDENDUM No. 5

The following items are issued to add to, modify and clarify the Request for Proposal document. Proposals are to be submitted on **July 17, 2015 at 3:00 P.M.**, in conformance with the additions and revision listed herein.

**The deadline to submit all inquiries concerning interpretation, clarification or additional information pertaining to this RFP was June 19, 2015 at 5:00 P.M.**

**Proposer Note 1: Revised Proposal Date and Time Due**

The revised Proposal Date and Time Due is **July 17, 2015 at 3:00 P.M.**

**Proposer Note 2: Revised Attachment D – Pricing Proposal Table**

A new Attachment D – Pricing Proposal Table is attached to this Addendum No. 4 and shall replace the existing Attachment D – Pricing Proposal Table in the RFP packet.

**Proposer Note 3: Response to questions received from proposers through May 15, 2015. No additional questions shall be considered.**

1. Please provide the Bid Tabulation from Current Award.

**Response: Attached Bid Tabulation from Current Award contains: Position title, Vendor Names, Hourly Rate per Position by Vendor, Award Date**

2. What is the current budget for the contract?

**Response: Although it is impossible to determine a precise budget amount, the estimated expenditure for Fiscal Year 2014-2015 was \$819,772.00.**

FINANCIAL MANAGEMENT – PURCHASING DIVISION  
1112 Manatee Avenue West, Suite 803, Bradenton, FL 34205  
PHONE: 941.749.3014 \* FAX: 941.749.3034  
[www.mymanatee.org](http://www.mymanatee.org)

3. How many temporary employees are currently working active assignments?

**Response: As of July 6<sup>th</sup>, the estimated amount of temporary employees currently working active assignments is 36.**

4. Previous Pay Rates and prevailing wage requirement at time of award?

**Response: Job Classifications and Pay Tables can be viewed on the Human Resources Department's webpage through the Manatee County Government website (mymanatee.org) or by selecting the "Classification and Pay Tables 2-23-15 (PDF, 128 KB)" hyperlink accessed through the provided link:**

- i. <http://www.mymanatee.org/home/government/departments/human-resources/classification-and-paytables.html>

5. What is the historical contract value or usage for this Temporary Employment Services RFP?

**Response: Refer to the response for Clarification Request No. 2.**

6. How many firms is Manatee County targeting to award?

**Response: Manatee County intends to award multiple vendors; however, the County reserves the right to award a single vendor.**

7. Since there will be multiple awards made will it count against a firm if they only provide a response for 1-2 categories?

**Response: A firm shall provide a response to the best of its abilities. The Evaluation Committee will consider all proposals (regardless of the number of categories provided) so long as the proposal meets the qualifications and form set forth in the RFP document.**

8. The rate paid to employee fluctuates depending on the individual recruited. Would the County consider changing the pricing matrix to only include an hourly bill rate structure?

**Response: The County has Revised Attachment D – Pricing Proposal and attached it to this Addendum No. 5 for use within submitted proposals.**

9. How many references are requested?

**Response: This shall be at the discretion of the Proposer so long as it is in accordance with Section C of the RFP document.**

10. On page 9, it states that the County anticipates multiple awards to the RFP. On page 13, section 3.08, 'the selected proposer...will have the necessary resources for signing up all existing temporary employees in advance of contract period.' How would this be done with "multiple vendors"?

**Response: Depending upon the submittals and the results of the evaluation process and successful negotiations, the County will make every attempt to place existing employees equitably and fairly; however, there shall be no guarantee as to the number of assignments made per firm.**

11. Will the County award the RFP to one vendor – all inclusive – or to multiple vendors?

**Response: Refer to the response for Clarification Request No. 6.**

12. In looking at the potential annual expenditure has the County taken into consideration various internal OPS positions that would best be filled by temporary employees? If not, what is the past 2 year average of the annual OPS expenditure?

**Response: The County has considered utilizing temporary employees to fill various internal OPS positions. The estimated OPS expenditure in Calendar Year 2014 expenditure was \$536,604.00.**

13. Is there any consideration for "local preference" in the awarding of the RFP guidelines?

**Response: The applicable evaluation criteria is outlined in Section C and D of the RFP document. Refer to the response for Clarification Request No. 22 for revised Section D - Selection language.**

14. What are the average length of assignments?

**Response: The average length of assignments varies by position and other contributing factors.**

15. Are we considered as being registered having received the invitation to bid, or are we required to fill in the Vendor Registration please?

**Response: It is the County's Recommendation that the Vendor Registration be completed on the mymanatee.org webpage, however it is not necessary to submit a proposal. The direct link is listed below.**

**[http://public.mymanatee.org/vendor\\_esr/dao/home.html](http://public.mymanatee.org/vendor_esr/dao/home.html)**

16. Do you require all pages of the RFP to be in the envelope, or just the pages which require to be filled?

**Response: Proposals shall adhere to guidelines set forth in Section C: Form of Proposal of the RFP documentation.**

17. In order to complete Attachment D Pricing Proposal Table, do you require only the Mark Up % Column to be filled or should I currently have access to the Rate Paid to Employee and fill in the Hourly Bill Rate please?

**Response: Refer to the response for Clarification Request No. 4 for information pertaining to County Job Classifications and Pay Tables. Also, refer to revised Attachment D attached to this Addendum No. 5.**

18. Would you have Job Descriptions for the outlined job titles in the RFP?

**Response: All Job Descriptions can be found on the Human Resources Department's website through the Manatee County Government webpage (mymanatee.org) or by selecting the "Manatee County Government Job Descriptions" hyperlink accessed through the provided link:**

**<http://www.mymanatee.org/home/government/departments/human-resources/job-descriptions.html>**

19. Will Selected Proposer have the opportunity to position a Selected Proposer's Rep onsite? If yes, would office space be provided?

**Response: No.**

20. Will Manatee County staff participate in any specific area of the staffing process? (Review of job postings, pre-interview applicant selection, interviewing participation, candidate final selection)

**Response: Please refer to Section C.03.5 regarding a proposed work flow to be included in the requested proposal.**

21. Reference Section C.02, pages 14 and 15 – The last paragraph on page 14 state “...validate experience, expertise and capabilities, Proposers shall provide the following details for each of the Proposer(s) relevant past performance of similar contracts”. The last paragraph of Section C.02 on page 15 states “...After Manatee County staff validates the Minimum Qualifications have been met...” Please clarify is there is a currency requirement for past performance (e.g., within 3 years of RFP release)? Please clarify if there is a required minimum number of past performance references required by an offeror to demonstrate that Minimum Qualifications have been met?

**Response: This shall be at the discretion of the Proposer. There is no currency requirement or minimum number of references.**

22. Reference section D.01, page 18 – The evaluation factors do not currently address price. Please clarify how, if at all, the offeror’s Attachment D (Pricing Proposal Table) will factor into the evaluation and selection process?

**Response: Evaluation of proposals will be conducted by an evaluation committee. The committee’s goal will be to identify the proposal which will overall best meet the needs of Manatee County as determined from the proposals received and subsequent investigation by the County. The committee will consider the information requested in Section C for each responsive proposal submitted by each Proposer to ascertain the perceived ability of the Proposer(s) to perform the Scope of Services as stated in this Request for Proposal. Once all proposals have been reviewed pursuant to the criterion in Section C, the evaluation committee shall determine from the responses to this Request for Proposal and subsequent investigation as necessary, the Proposer(s) most qualified to be selected to negotiate an agreement.**

23. Reference Attachment D – Does the “Hourly Bill Rate” column represent ceiling rates for each of the categories? Will the bill rate for each individual be negotiated on a case-by-case basis?

**Response: Refer to the response for Clarification Request No. 8.**

24. Reference Attachment D – How does the offeror-provided data of this table enter into the evaluation and award selection process, if at all?

**Response: Refer to the response for Clarification Request No. 22.**

25. Reference Section 3.08, Page 13 states “The Selected Proposer will be responsible for providing the necessary resources to manage the initial sign-up of all existing temporary employees currently employed on all County sites in advance of the initial contract period.” What criteria will be used to determine the vendor that will absorb the temporary employees currently on site? How many existing temporary employees are on board right now? What is labor category breakdown of those employees?

**Response: This shall be the responsibility of the selected Proposers. Refer to the response for Clarification Request No. 3 and No. 10.**

26. Does being a Small, Minority or Veteran owned Business hold any weight in the selection criteria?

**Response: Refer to response for Clarification Request No. 22.**

27. Is employment pre-screening a billable expense?

**Response: Please see the attached Revised Attachment D – Pricing Proposal Table. If employment pre-screening is included in the Maximum Proposed Hourly Bill Rate, please indicate N/A.**

28. Will you pick vendors who specialize in certain areas?

**Response: Selection will be based on the recommendation of the Evaluation Committee.**

29. What is the length of this award?

**Response: The length of award is negotiable but anticipated to be one (1) year with four (4) one year renewal options.**

30. Is the County open to award the RFP to one single source vendor if their solution and pricing is in the best interest of the County?

**Response: Refer to the response for Clarification Request No. 6.**

31. If multiple vendors chosen how will they be ranked in relation as to who gets first call to fill an order(s)?

**Response: Depending upon the results of the evaluation process and successful negotiations, a combination of to be determined factors shall be taken into consideration when requesting services.**

32. Ideally how should pricing for any ACA surcharge be submitted?

**Response: ACA surcharge shall be provided on the Revised Attachment D and applied when necessary.**

33. In section B.02 Purpose – it is stated “Other assignments may include assisting the County in recruitment/sourcing efforts...” If vendor does successfully perform those services how will they be compensated? (Section 3.07 states that the County can hire anyone at any time.) If recruiting / sourcing assistance is provided successfully by the vendor would there be at least a minimum time that the sourced employee would work as a temporary?

**Response: Vendors shall propose their own compensation plan for successful recruiting / sourcing efforts that will be considered by the County. There shall be no minimum time guarantee.**

34. Is the County open to partner with the approved vendor for safety training and risk management efforts to protect the temporary employees in the field to reduce Workers Comp liability?

**Response: The County may consider partnering for safety training and risk management efforts; however, the required insurance coverage outlined in Attachment C – Insurance and Bonding Requirements shall remain unchanged.**

35. Amount of employees currently used for each position:

Position	Approximate Number of Current Employees	Average Current Hourly/Salary Pay	Normal Weekly Scheduled Hours	Average Weekly Over-Time Hours
Landfill Operators				
Landfill Attendants				
Park Maintenance Technicians				
Skilled Trades				
Event Technicians				
IT Professionals				
Reception				
Filing				
Data Entry				
Management				
Pool Guards				
Aquatic Plant Control				
Executive				

**Response: The listed employee positions were to be used as examples to describe the category and are not indicative of the staff currently on assignment. Refer to the response for Clarification Requests No. 2 and 3.**

36. For Seasonal Employees, what is the period? (Average start and end dates)

**Response:**

Position	Average Start Date	Average End Date
Pool Guards	<b>April</b>	<b>October</b>
Aquatic Plant Controls	<b>April</b>	<b>September</b>

**No additional questions will be considered after the issuance of this Addendum No. 5.**

Proposals are to be prepared as instructed in this Request for Proposal and shall be received at Manatee County Purchasing Division, Suite 803, 1112 Manatee Avenue West, Bradenton, FL 34205 on or before **3:00 P.M. on July 17, 2015.**

Cordially,



Jacob Erickson  
Contracts Negotiator

*dww*

## Revised Attachment D

### Pricing Proposal Table

The below table is not a comprehensive list of County positions. It is to be used as a generalized guideline for the categories Manatee County will reference when assessing the utilization of temporary employment services.

Category	Position Type	Maximum Proposed Hourly Bill Rate	Pre-Screening Hourly Cost
1	Laborer: (Landfill Operator, Landfill Attendant, Parks Maintenance Technician, Custodial, Event Technicians, etc.)		
2	Skilled Labor: (SR Building Trades Workers, Electricians, Cabinet Makers, etc.)		
3a	IT Data Base Administrator		
3b	IT Project Manager		
3c	IT Security		
3d	IT GIS / Mapping		
3e	IT Client Services / Help Desk		
3f	Radio Communications		
4	Office / Clerical: (Reception, Filing, Data Entry, etc.)		
4a	Legal Assistant		
5	Management / Professional: (Engineer, Division Manager, Section Manager, etc.)		
5a	Professional Consultant		
7	Seasonal: (Pool Guards, Aquatic Plant Control, etc.)		
8	Executive		
9	Specialist: (Engineering Specialist, Accounting Specialist, Laboratory Technician, Park Ranger, Beach Lifeguards, etc.)		

**ACA Surcharge:** \_\_\_\_\_



**IFB#10-1124.JS  
Temporary Employment Services  
Bid Tabulation**

Item No.	Position	Able Body Labor	Academy Design	Adco	Advance Talent Sol.	Aerotek	AUE Staffing	GenerUSA Inc	Compass Medical	Express Employment	HH Staffing	Juristaff	Kelly Services	KerStaff, Inc	BlattStorm	Spartan Staffing	Tampa Service Co.	Ti-Stats Employment	US Tech Solutions
		Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate
41	Office Specialist	\$ 13.00	\$ 13.27	\$ 13.00	\$ 13.00	\$ 15.53	\$ 15.51	\$ 15.53	\$ 10.03	\$ 19.00	\$ 17.40	\$ 17.02	\$ 14.85	\$ 13.84	\$ 18.07	No Bid	No Bid	\$ 13.18	\$ 18.00
42	Facility	No Bid	\$ 20.95	No Bid	\$ 20.68	No Bid	\$ 27.09	\$ 25.43	\$ 18.70	\$ 28.39	\$ 28.53	\$ 31.06	\$ 23.20	\$ 17.38	\$ 28.79	No Bid	No Bid	\$ 22.90	\$ 32.00
43	Public Works Maintenance Groundskeeper	\$ 12.85	\$ 12.27	No Bid	\$ 14.84	No Bid	No Bid	\$ 15.18	No Bid	\$ 14.29	\$ 15.00	No Bid	No Bid	\$ 19.71	No Bid	No Bid	\$ 13.50	\$ 19.85	\$ 18.00
44	Plant Operator	No Bid	\$ 21.99	No Bid	\$ 23.70	No Bid	\$ 27.72	\$ 27.18	No Bid	\$ 23.29	\$ 23.00	No Bid	No Bid	\$ 19.84	No Bid	No Bid	\$ 13.50	\$ 23.30	\$ 27.00
45	Public Works Maintenance Technician Trainee	\$ 12.45	\$ 12.29	No Bid	\$ 14.49	\$ 17.82	No Bid	\$ 16.10	No Bid	\$ 14.29	\$ 16.50	No Bid	No Bid	\$ 14.09	No Bid	No Bid	\$ 19.64	\$ 19.64	\$ 18.00
46	Public Works Maintenance Technician I	\$ 14.65	\$ 13.71	No Bid	\$ 16.26	\$ 20.00	No Bid	\$ 18.09	No Bid	\$ 15.20	\$ 21.00	No Bid	No Bid	\$ 15.19	No Bid	No Bid	\$ 19.24	\$ 18.00	\$ 20.00
47	Public Works Maintenance Technician II	\$ 17.09	\$ 15.22	No Bid	\$ 18.87	\$ 21.22	No Bid	\$ 18.17	No Bid	\$ 19.29	\$ 22.50	No Bid	No Bid	\$ 18.12	No Bid	No Bid	\$ 20.75	\$ 20.00	\$ 20.00
48	Public Works Maintenance Technician III	\$ 21.12	\$ 18.25	No Bid	\$ 17.80	\$ 22.49	No Bid	\$ 20.31	No Bid	\$ 17.20	\$ 24.00	No Bid	No Bid	\$ 17.39	No Bid	No Bid	\$ 24.18	\$ 22.00	\$ 22.00
49	Recs Technician I	No Bid	\$ 18.89	\$ 28.00	\$ 20.49	No Bid	\$ 22.44	\$ 22.83	No Bid	\$ 20.24	\$ 27.00	No Bid	No Bid	\$ 18.65	\$ 22.50	No Bid	\$ 20.72	\$ 28.00	\$ 31.00
50	Recs Technician Supervisor	No Bid	\$ 21.97	\$ 33.92	\$ 25.30	No Bid	\$ 27.59	\$ 28.81	No Bid	\$ 24.69	\$ 31.50	No Bid	No Bid	\$ 22.32	\$ 28.40	No Bid	\$ 28.04	\$ 31.00	\$ 31.00
51	Senior Building Trades Worker	\$ 21.87	\$ 15.84	No Bid	\$ 18.18	\$ 22.48	No Bid	\$ 20.31	No Bid	\$ 19.29	\$ 24.00	No Bid	No Bid	\$ 14.89	No Bid	No Bid	\$ 18.43	\$ 21.00	\$ 21.00
52	Senior Fleet Maintenance Technician	\$ 24.08	\$ 18.14	No Bid	\$ 20.40	\$ 28.40	No Bid	\$ 25.85	No Bid	\$ 21.48	\$ 28.50	No Bid	No Bid	\$ 18.84	No Bid	No Bid	\$ 25.18	\$ 28.00	\$ 28.00
53	Small Engine Repair Technician	\$ 17.19	\$ 14.59	No Bid	\$ 16.59	\$ 20.03	No Bid	\$ 18.08	No Bid	\$ 19.99	\$ 19.50	No Bid	No Bid	\$ 15.50	No Bid	No Bid	\$ 18.43	\$ 21.00	\$ 21.00
54	Storage/Warehouse Technician	\$ 14.44	\$ 19.81	\$ 18.85	\$ 14.48	\$ 16.88	\$ 17.00	\$ 15.10	No Bid	\$ 14.89	\$ 18.00	No Bid	No Bid	\$ 13.02	No Bid	No Bid	\$ 13.79	\$ 14.37	\$ 18.00
55	Systems Analyst I	No Bid	\$ 22.47	\$ 39.75	\$ 22.94	No Bid	\$ 26.73	\$ 28.27	\$ 27.10	\$ 29.84	\$ 30.00	\$ 31.06	\$ 27.55	\$ 18.84	\$ 21.85	No Bid	\$ 18.79	\$ 23.30	\$ 31.00
56	Systems Analyst II	\$ 24.85	\$ 24.08	\$ 34.08	\$ 25.82	No Bid	\$ 29.04	\$ 28.46	\$ 28.10	\$ 27.84	\$ 33.00	\$ 35.78	\$ 30.45	\$ 18.84	\$ 30.38	No Bid	\$ 18.79	\$ 23.30	\$ 33.00
57	Systems Analyst III	No Bid	\$ 28.84	\$ 46.70	\$ 29.00	No Bid	\$ 32.33	\$ 33.10	\$ 30.10	\$ 28.84	\$ 37.50	\$ 42.80	\$ 34.60	\$ 21.00	\$ 31.74	No Bid	\$ 18.79	\$ 23.30	\$ 37.00
58	Telecommunications Technician	No Bid	\$ 17.84	No Bid	\$ 21.98	No Bid	\$ 24.09	\$ 24.19	\$ 23.00	\$ 21.69	\$ 27.00	\$ 30.00	\$ 24.83	\$ 18.91	No Bid	No Bid	\$ 11.00	\$ 10.95	\$ 14.00
59	Ticket Clerk	\$ 10.84	\$ 9.87	\$ 13.87	\$ 10.80	No Bid	No Bid	\$ 12.03	\$ 11.00	\$ 12.44	\$ 13.50	No Bid	No Bid	\$ 9.82	\$ 13.50	No Bid	\$ 11.00	\$ 10.95	\$ 14.00
60	Ticket Taker	\$ 10.45	\$ 8.75	\$ 13.05	\$ 10.40	No Bid	No Bid	\$ 10.76	\$ 11.00	\$ 10.64	\$ 12.00	No Bid	No Bid	\$ 9.81	\$ 13.50	No Bid	\$ 10.90	\$ 10.95	\$ 12.00
61	Utilities Maintenance Technician Trainee	\$ 12.85	\$ 12.57	No Bid	\$ 14.11	\$ 17.25	No Bid	\$ 16.10	No Bid	\$ 15.30	\$ 17.25	No Bid	No Bid	\$ 12.40	No Bid	No Bid	\$ 18.00	\$ 17.00	\$ 17.00
62	Utilities Maintenance Technician I	\$ 14.37	\$ 13.34	No Bid	\$ 15.90	\$ 20.03	No Bid	\$ 18.06	No Bid	\$ 19.29	\$ 18.60	No Bid	No Bid	\$ 12.71	No Bid	No Bid	\$ 18.00	\$ 17.25	\$ 17.00
63	Utilities Maintenance Technician II	\$ 17.25	\$ 14.53	No Bid	\$ 19.87	\$ 23.54	No Bid	\$ 19.17	No Bid	\$ 17.29	\$ 21.00	No Bid	No Bid	\$ 13.84	No Bid	No Bid	\$ 17.80	\$ 17.80	\$ 20.00
64	Utilities Maintenance Technician III	\$ 18.89	\$ 15.83	No Bid	\$ 17.00	\$ 21.77	No Bid	\$ 20.51	No Bid	\$ 18.29	\$ 22.80	No Bid	No Bid	\$ 15.19	No Bid	No Bid	\$ 18.75	\$ 17.80	\$ 22.00
	Subcontractor Addressed	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	No	No	No	Yes	Yes	No Bid	Yes	Yes	Yes
	Attachments Included	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No Bid	Yes	Yes	Yes

Note: Address printing number of Special Terms & Conditions

3/24/10  
Date

3/24/10  
Date

Prepared By: *[Signature]*  
Checked By: *[Signature]*

TABULATION  
 ADDITIONAL POSITIONS FOR TEMPORARY EMPLOYMENT CONTRACT DUE 10/3/11

Position	Academy Design Hourly Rate	AdVance Talent Sol. Hourly Rate	Aerotek Hourly Rate	AUE Staffing Hourly Rate	CareersUSA Inc Hourly Rate	Compass Medical Hourly Rate	Express Employment Hourly Rate	HH Staffing Hourly Rate	JuriStaff Hourly Rate	MDT Personnel* Hourly Rate
Audio/Visual Systems Technician	\$ 23.78	\$ 23.45	No Bid	No Bid	\$ 25.65	No Bid	\$ 25.99	\$ 25.98	No Bid	No Bid
Animal Services Vet Technician	\$ 16.77	No Bid	No Bid	No Bid	\$ 18.09	No Bid	\$ 17.89	\$ 18.36	No Bid	No Bid
Beach Lifeguard I	\$ 14.95	\$ 17.14	No Bid	No Bid	\$ 16.10	No Bid	\$ 15.86	\$ 16.68	No Bid	No Bid
Budget Technician	\$ 23.78	\$ 23.45	No Bid	No Bid	\$ 25.65	No Bid	\$ 25.99	\$ 25.99	No Bid	No Bid
Buyer	\$ 19.96	\$ 18.69	No Bid	No Bid	\$ 21.53	No Bid	\$ 21.24	\$ 21.89	No Bid	No Bid
Claims Adjuster	\$ 24.24	\$ 23.87	No Bid	No Bid	\$ 26.11	No Bid	\$ 26.29	\$ 26.48	No Bid	No Bid
Event Technician III	\$ 14.95	\$ 15.87	No Bid	No Bid	\$ 16.10	No Bid	\$ 15.86	\$ 16.33	No Bid	No Bid
GIS System Analyst II	\$ 28.36	\$ 27.93	No Bid	No Bid	\$ 30.55	No Bid	\$ 30.97	\$ 30.98	No Bid	No Bid
Library Aide	\$ 13.29	\$ 13.09	No Bid	No Bid	\$ 14.32	No Bid	\$ 14.39	\$ 14.53	No Bid	No Bid
Meter Services Technician I	\$ 14.95	\$ 15.87	No Bid	No Bid	\$ 16.10	No Bid	\$ 15.86	\$ 16.33	No Bid	No Bid
Parks Maintenance Worker	\$ 14.95	\$ 15.87	No Bid	No Bid	\$ 16.10	No Bid	\$ 15.86	\$ 16.33	No Bid	No Bid
Recreation Center Director	\$ 19.96	\$ 19.68	No Bid	No Bid	\$ 21.53	No Bid	\$ 21.24	\$ 22.69	No Bid	No Bid
Sales & Information Clerk	\$ 12.54	\$ 12.35	No Bid	No Bid	\$ 13.51	No Bid	\$ 13.58	\$ 13.70	No Bid	No Bid
Senior Fiscal Analyst	\$ 26.75	\$ 26.34	No Bid	No Bid	\$ 28.81	No Bid	\$ 29.22	\$ 29.22	No Bid	No Bid
Senior Parks Maintenance Worker	\$ 16.77	\$ 17.82	No Bid	No Bid	\$ 18.09	No Bid	\$ 17.89	\$ 18.35	No Bid	No Bid
Summer Food Site Coordinator	\$ 9.75	\$ 10.76	No Bid	No Bid	\$ 10.50	No Bid	\$ 10.66	\$ 10.70	No Bid	No Bid
Summer Food Site Monitor	\$ 11.05	\$ 10.96	No Bid	No Bid	\$ 11.90	No Bid	\$ 11.81	\$ 12.10	No Bid	No Bid
Survey Technician	\$ 21.20	\$ 22.02	No Bid	No Bid	\$ 22.83	No Bid	\$ 22.59	\$ 23.52	No Bid	No Bid
Switchboard Operator	\$ 13.29	\$ 13.09	No Bid	No Bid	\$ 14.32	No Bid	\$ 14.39	\$ 14.55	No Bid	No Bid
Traffic Sign Technician I	\$ 14.95	\$ 15.87	No Bid	No Bid	\$ 16.10	No Bid	\$ 15.86	\$ 16.37	No Bid	No Bid
Transit Operator	\$ 16.87	No Bid	No Bid	No Bid	\$ 18.09	No Bid	\$ 18.99	\$ 18.85	No Bid	No Bid
Transit Operator Insurance Certificate Received	Yes	N/A	N/A	N/A	Yes	N/A	Yes	In Progress	N/A	N/A

TABULATION  
 ADDITIONAL POSITIONS FOR TEMPORARY EMPLOYMENT CONTRACT DUE 10/3/11

Position	SkillStorm	Tampa Service Co.	Tri-State Employment	US Tech Solutions
	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate
Audio/Visual Systems Technician	No Bid	No Bid	\$ 22.16	No Bid
Animal Services Vet Technician	No Bid	No Bid	\$ 16.15	No Bid
Beach Lifeguard I	No Bid	No Bid	\$ 14.60	No Bid
Budget Technician	No Bid	No Bid	\$ 22.53	No Bid
Buyer	No Bid	No Bid	\$ 18.61	No Bid
Claims Adjuster	No Bid	No Bid	\$ 22.75	No Bid
Event Technician III	No Bid	\$ 16.10	\$ 14.08	No Bid
GIS System Analyst II	No Bid	No Bid	\$ 26.62	No Bid
Library Aide	No Bid	No Bid	\$ 12.37	No Bid
Meter Services Technician I	No Bid	\$ 16.10	\$ 14.03	No Bid
Parks Maintenance Worker	No Bid	\$ 16.10	\$ 14.37	No Bid
Recreation Center Director	No Bid	No Bid	\$ 18.76	No Bid
Sales & Information Clerk	No Bid	No Bid	\$ 11.67	No Bid
Senior Fiscal Analyst	No Bid	No Bid	\$ 25.10	No Bid
Senior Parks Maintenance Worker	No Bid	No Bid	\$ 16.40	No Bid
Summer Food Site Coordinator	No Bid	\$ 10.50	\$ 9.15	No Bid
Summer Food Site Monitor	No Bid	No Bid	\$ 10.37	No Bid
Survey Technician	No Bid	No Bid	\$ 20.38	No Bid
Switchboard Operator	No Bid	No Bid	\$ 12.43	No Bid
Traffic Sign Technician I	No Bid	No Bid	\$ 14.72	No Bid
Transit Operator	No Bid	No Bid	\$ 16.53	No Bid
Transit Operator Insurance Certificate Received	N/A	N/A	Yes	N/A